Public Service Commission

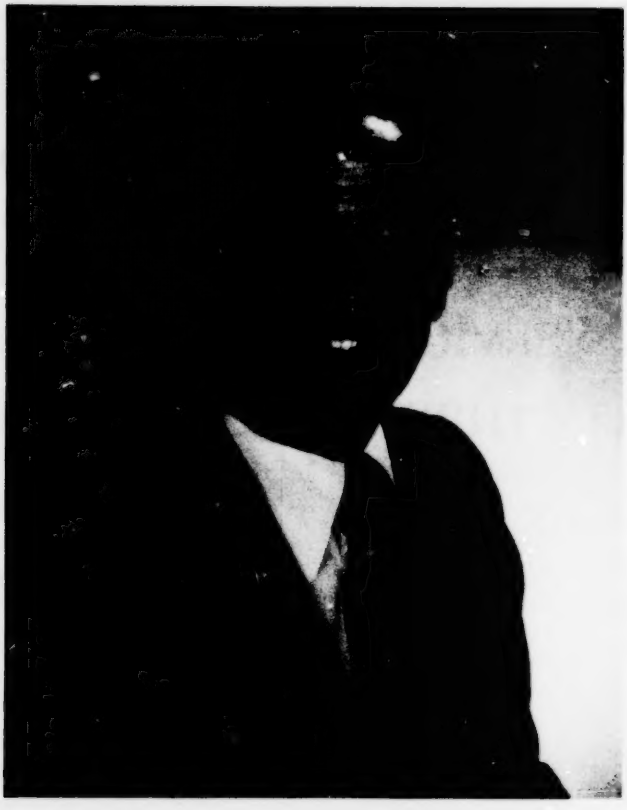
Annual Report 1981

Province of British Columbia

PROVINCE OF BRITISH COLUMBIA

PUBLIC SERVICE COMMISSION SIXTY-THIRD ANNUAL REPORT

JANUARY 1 TO DECEMBER 31, 1981



The Honourable Evan M. Wolfe

Provincial Secretary and Minister of Government Services

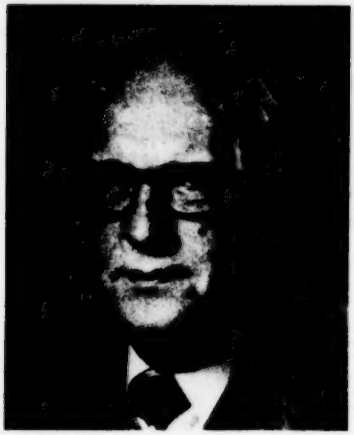
To the Honourable HENRY P. BELL-IRVING, *Lieutenant Governor of the Province of British Columbia*

MAY IT PLEASE YOUR HONOUR:

The undersigned respectfully submits the Report of the Public Service Commission, Province of British Columbia, from January 1 to December 31, 1981.

EVAN M. WOLFE
Provincial Secretary and
Minister of Government Services

Victoria, B.C., February, 1982



R. W. Long
Chairman
Public Service Commission

Marie Taylor
Commissioner
Public Service Commission

W. N. Venables
Commissioner
Public Service Commission

The Honourable Evan M. Wolfe
Provincial Secretary and Minister of Government Services
Province of British Columbia

SIR: In conformity with the provisions of Section 9 of the *Public Service Act* (Chapter 45, Statutes of British Columbia, 1976), we have the honour to submit herewith the Report of the proceedings and work of the Public Service Commission from January 1, to December 31, 1981.

R. WILLIAM LONG
Chairman

MARIE TAYLOR
Commissioner

W. N. VENABLES
Commissioner

Victoria, B.C., February, 1982

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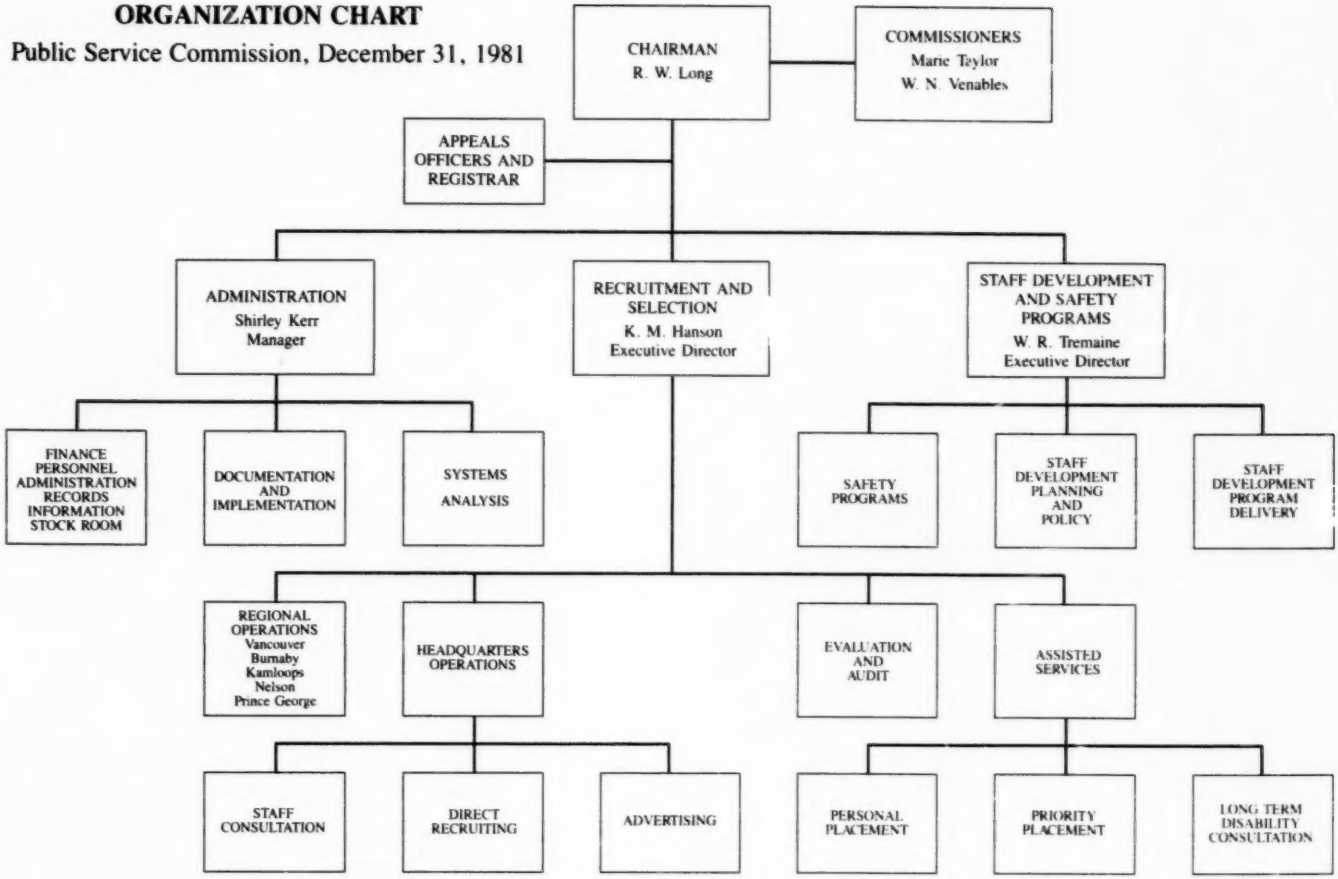
ORGANIZATION CHART

Public Service Commission, December 31, 1981



HIGHLIGHTS DURING 1981

- The Commission heard 97 appeals during the year, and 4 were pending disposition at year end.
- A total of 321 disabled and disadvantaged individuals were placed in government jobs through Assisted Services Section.
- Assisted Services Section facilitated the return of 85 employees into alternate employment.
- Over 2,000 government employees received Defensive Driving and Driver training.
- There were three work related fatalities during the year.
- Diplomas in Public Administration were awarded to 19 employees.

APPEALS

The Appeals Division is responsible for the registration, investigation and recommendation for the appropriate conclusion of appeals resulting from appointments to positions within the Public Service.

With the Appeals Division now reporting directly to the Chairman a full-time Registrar of Appeals was appointed with responsibility for registration of appeals at all levels within the Public Service. During 1981 there were 248 registered by the division which represents a 40% increase over 1980.

The Appeals Officers, responsible for investigating and recommending an appropriate conclusion, resolved 147 with the remainder being referred to hearing before the Chairman.

There were five cases brought to the Supreme Court of B.C. through the Judicial Review Procedures Act and are awaiting disposition.

ADMINISTRATION

The Administration Division is responsible for the provision of services supporting the operation of the Commission, including budget co-ordination, preparation of estimates, monitoring expenditures and commitments, accounting, payroll, a full range of personnel services, development and use of computerized systems applications and public information. Services to ministries are provided through pay implementation, documentation and consultation services. During the year the Appeals Section was transferred from the Administration Division, and now reports directly to the Chairman.

This year the Public Service Commission implemented a different method of gathering separation statistics in order to include information on all established positions within the public service. In the past the only statistics gathered were for positions to which the Commission had made appointments. Therefore a direct comparison of turnover rates and separation statistics cannot be made with past years.

During 1981 there was a turnover rate of 17.6% of staff appointed to regular positions with a total of 6,670 individuals leaving the public service. (*See* table on page 34.)

As provided under section 49 (2) of the *Public Service Act*, the effective date of retirement was extended for three employees who had attained the age of 65 years.

During 1981, under the provisions of section 49 (3) of the *Public Service Act*, a total of $1,452,012 was paid in retiring allowance to 285 employees. Death benefit payments, in accordance with section 53 of the *Public Service Act* totalled $705,127. Seventy payments were made. The Superannuation Commission administers sections 49 (3) and 53 of the *Public Service Act* under authority delegated by the Commission.

At the end of the year, the Commission establishment totalled 111 regular positions.

LEGISLATION

Sections 5, 17, 25, 53 and 75 of the *Public Service Act* were amended during the third session of Parliament.

AWARDS FOR LONG SERVICE

Again in 1981, His Honour Lieutenant Governor Henry P. Bell-Irving and Mrs. Bell-Irving hosted ceremonies at Government House for Public Service employees who had completed 25 and 35 years of continuous service with the Provincial Government. The Honourable William R. Bennett, Premier, presented certificates to employees with 25 years of continuous service and watches to employees with 35 years of service. This year 352 employees were honoured with certificates and 90 with watches. Following the ceremonies, recipients and guests enjoyed a reception and buffet dinner where they were joined by their ministers and deputy ministers.

INFORMATION SERVICES

A variety of forms were printed during the year and work is progressing on the redesign and update of several pamphlets and publications.

IMPLEMENTATION

Appointment Action forms processed between December 1, 1980 and November 30, 1981 totalled 38,293, an increase of over 24% from the previous period. April, 1981 was the heaviest month with 4,480 forms processed and the lowest was February, 1981 with 2,486.

During the same period, 438 employees had salary increments withheld, probationary periods were extended for 218 employees, and 48 employees were rejected on probation.

SCREENING COMMITTEE

The Screening Committee continued to meet monthly to consider cases of employees who can no longer perform the duties of their positions for health reasons. Dr. L. D. Kornder, Director of Occupational Health, is Committee Chairman, and membership comprises four other members—two who represent the unions and two who represent the employer. A total of 253 cases were referred to the Screening Committee during the year, of which 94 were resolved. The Commission provided secretarial and administrative services to the committee.

RECRUITMENT AND SELECTION

The Recruitment and Selection Division provides leadership in the management of an effective Public Service, within the terms of statutes and collective agreements by developing appropriate staffing procedures, providing efficient recruitment, selection and placement programs and providing operational advice and assistance in staffing matters to ministries, employees and the general public.

The Recruitment and Selection offices are established in six (6) locations throughout the Province. The six offices are located in Vancouver, Burnaby, Nelson, Kamloops, Prince George and Victoria.

Most offices indicated an increase in applicant interest. Applicants with clerical skills were in greater demand. Shortages exist in accountant, engineering, economist, speech therapist, audiologist, physiotherapist fields. Regional offices (other than Victoria) handled 53% of all competitions, and were responsible for approximately 70% of Commission authority appointments within the Public Service. The total number of these regular and auxiliary appointments was 17,600. 57.5% of these were auxiliary appointments. This was an increase of 19% over 1980. The number of competitions closing increased by 23% to 4,200.

During the year consulting activities performed by the Public Service Commission Staffing Officers included:

- the presentation of 54 one-day training sessions, and 4 three-day training sessions to 832 managerial and supervisory personnel with regard to recruitment and selection procedures and interviewing skills;
- planning for a computerized in-house system in the handling of application forms;
- the carrying out of a pilot project in the Ministry of Environment, which indicated that efficiency increased and substantial economies of time were realized through the form of delegation during the pilot project;
- final preparation for the delegation of staffing authority to ministries was commenced. It is anticipated that four major ministries will accept delegation of staffing authority early in the new year;
- advertising campaign conducted across Canada for accountants;
- professional resource file established for future referrals.

The tabloid "Postings," which lists job vacancies celebrated its first anniversary after a very successful year.

ASSISTED SERVICES

This section is responsible for the following programs:

Personal Placements—placements within the Service of disabled and disadvantaged persons from the Personal Placement Program's clientele numbered 321 during 1981, including 181 placements under the Personal Placement-Employment Opportunity Program. The two Personal Placement Officers visited numerous ministerial offices throughout the Province delivering to all levels of government, educational presentations on the program and seeking out employment opportunities for clients from their caseload of 2,000. With all ministries becoming more

aware of the skills and potential of physically/emotionally disabled and socially disadvantaged persons, placements through the Personal Placements increased 82% over 1980;

Priority Placements—this section administers a province-wide placement program for eligible government employees. The majority receiving placement assistance are a result of numerous ministry re-organizations. While the overall caseload averages between 500 to 600, it includes such ongoing situations as Brannan Lake, Skeenaview Lodge and Dellview Hospital.

There are now two Priority Placement Officers staffing this unit. Some innovative steps taken by the staff have had excellent results. One is joint interviewing with Union Representatives and another is the inclusion of spouses or older family members in the interviews (particularly where re-location is involved). The most effective move by the Priority Placements staff has been a deployment policy for "on-the-job training" and job orientation purposes. This has greatly increased the effectiveness and success of alternate placement in the Government Service;

Long Term Disability—this section operates a province-wide assistance program designed to return eligible employees from Long Term Disability, Worker's Compensation and Short Term Illness and Injury, to work within the service.

The two personnel officers in this area assisted 85 employees into alternate employment through the use of rehabilitative employment/training, direct placement or as ex-officio members of the Screening Committee.

With an ever-increasing caseload, the two officers anticipate another challenging year in 1982.

EVALUATION AND AUDIT

The Evaluation and Audit Branch was formally initiated in 1981, with the appointment of the Director. The Government's support and accelerated move towards selection delegation has brought focus to the need for the area. The Branch has been organized into two basic program capabilities, namely, the periodic and systematic auditing of a minimum of 10% of all selection decisions made by delegated ministries and the investigation of specific non-compliance issues, raised by interested parties, against the administration by delegated ministries of the Merit process.

- In 1981 the tuition subsidy system managed by the Branch was modified to give ministries more accountability in its use. In 1982 ministries will assume complete responsibility for budgeting and accounting for all such subsidies themselves.

- The Staff Development Branch undertook the design of 13 new courses during the year. Thirty-three regular courses intended for general ministry attendance were operated during the year, following the addition of five new training professionals to the branch's establishment. In addition to course operations in Victoria and Vancouver, training programs were taken to the regions. During 1981 courses were given in Prince George, Nelson, Kelowna, Rock Creek, Bella Coola and Kamloops. Plans for 1982 include even broader regional scheduling, to ensure employees have economical access to needed training.

- In 1981 we instituted a consulting service to ministries and agencies for special courses and services to assist them in planning and operating programs to meet unique needs. At year end 12 of these "dedicated" programs had been delivered. In addition the Branch offered consulting assistance to four ministry management groups in problem solving, and in the development of operational planning and review systems. In the coming year these services will be offered on a continuing basis. At year-end four additional ministries and one Crown corporation had requested this type of assistance to be delivered early in 1982.

- A special course in "Labour Relations" was designed jointly by the Government Employee Realtions Bureau and the Staff Development Branch. Ministry staff members were trained by the Branch to deliver the packaged program within their ministries. At the end of the year six ministries had had personnel trained to deliver this program jointly with GERB resources. In 1982 we will package a number of similar "high volume" courses which can be delivered more economically within ministries by trained ministry personnel.

- A new policy on employee performance appraisal was developed by an inter-ministry committee chaired by the Executive Director of the Division. At the close of the year it had been submitted to the Commission for approval. In support of the policy, a new course in "The Performance Appraisal Process" was developed in the Branch. After four pilot offerings, two in 1981, and two before March, 1982, the program will be packaged for in-house delivery by ministry personnel trained by Branch Staff.

- A complete analysis of the Executive Development Training Program (EDTP) was begun in 1981. Intake for class 26 of the program was postponed for one year pending the results of this analysis. Classes 24 and 25 were continued under the contract with the University of Victoria. A complete study of management development needs was also started, examining the feasibility of operating a management assessment centre for skills indentification linked to ongoing training and job assignments. A full report on these studies will be completed in mid 1982, and additional management development programs will begin before September, 1982.

- Two current "issue" seminars for Deputy Ministers and senior executives were sponsored in 1981. Four such seminars are now planned annually, bringing special speakers on subjects of emerging importance to the public service's executive community.
- Two initiatives were undertaken by the Branch in concert with ministry training managers in 1981, which were intended to revitalize the public service professional training community: Organizing regular training manager forums, and operating an annual workshop for all public service training officers. Three meetings of central agency and ministry training managers are now scheduled annually to coordinate activities and examine training and development issues which have service-wide implications. Over one hundred public service trainers from 18 ministries and agencies attended the first annual Human Resources Development Conference in June, 1981, at Lester Pearson College of the Pacific. The conference presented some 16 seminars on current and "state-of-the-art" topics in training and development, presented by speakers from inside and outside government. Plans are now well under way for the 1982 conference, which will be held in collaboration with the University of British Columbia Faculty of Continuing Education.
- Finally, in the larger community, the Staff Development Branch was invited during the year to seat representatives on three academic and public safety advisory committees, and now has membership on the following committees:

  University of Victoria Advisory Committee on Computer Studies;

  Camosun College Advisory Committee on Public Administration;

  British Columbia Institute of Technology Advisory Committee on Public Administration;

  British Columbia Institute of Technology Advisory Committee on Occupational Health;

  The British Columbia Safety Council Executive; and

  The British Columbia Safety Council Driver Instructor Development Committee.

SAFETY PROGRAMS BRANCH ACTIVITIES

The year 1981 saw continuing growth and activity in Safety Programs Branch. Mr. T. P. Harkness was appointed Director of the program, and one new Safety Officer was added, bringing the Branch's total strength to nine. Details of some of the most significant of the initiatives of Safety Programs Branch follow:

- In meeting identified needs of a number of ministries, Safety Programs took the lead in designing a special course for Dive Site Supervisors with the cooperation of the Workers' Compensation Board, the Canadian Forces Fleet Diving Centre and a private consultant. Twenty-four experienced divers qualified as on-site supervisors as required by the W.C.B. regulations.
- Four courses in Wilderness Survival Techniques were presented under contract during 1981. Two were offered in a training centre at Rock Creek and two were offered at Bella Coola.

- The Defensive Driving Program saw a 53% increase in participation. Over 2,000 employees were trained in 111 courses.
- Training in First Aid also grew. The Public Service Commission's own First Aid Training School put on 31 courses which resulted in:
  —60 people trained as qualified Industrial First Aid Attendants.
  —132 people trained in Survival First Aid.
  —188 people trained in Cardio-Pulmonary Resuscitation.
- Throughout 1982 it is planned to expand the availability of these first aid courses to other centres throughout the province.
- The annual workshop designed for in-service Safety Officers and Safety Designates, and sponsored by the Safety Programs Branch, was held in Vernon this past year. Over 50 participated at this event which featured topics on:
  —Video Display Terminals—Radiation or not?
  —Work Site Ergonomics.
  —Stress in the Workplace—How to Cope.

In 1982 the workshop will be held in Prince George.

- The training program for members of local Occupational Health and Safety Committees was postponed to allow for a major redesign of the course content and method of delivery. A design team made up of B.C.G.E.U. and Safety Programs staff and consultants will produce a revised program early in the new year, and a pilot of the program will be presented by early summer with full delivery to begin early in the fall of the year.
- The "Management Caucus Committee on Occupational Health and Safety" broadened its scope to deal with all matters of safety of concern to ministries in addition to continuing its advisory role to the Permanent Joint Committee. Special sub-committees were developed from the larger group and the issues they dealt with were:
  —Statistical Review—an easier and more readily adaptable method of measuring safety performance was developed in order to establish the service-wide aggregate safety performance measurement.
  —Basic Emergency Survival Techniques—a broadened yet less formal awareness program on 'what to do in case of an emergency' was begun.
- Major service-wide policies dealing with a variety of safety and health needs were begun. At year end, the First Aid Policy had been passed to the Commission for approval. Application of this new policy should ensure more uniform access to needed first aid services and supplies for all employees.
- Development of a service-wide policy on Reduction of Noise in the Workplace was begun by the Branch. This policy should be cleared for implementation by the end of 1983.
- A start was made on a complete review of building emergency evacuation procedures and plans for all buildings housing government employees. This review will be completed during the coming year.

- The annual Premier's Awards Luncheon, held in December, was attended by members of the cabinet and Deputy Ministers. A total of 18 safety achievement awards were presented by the host, the Honourable Don Phillips. The prestigous Premier's Safety Achievement Award was won by the Ministry of Forests for the fourth time.
- A major concern of the Branch was the increase in the number and severity of work related accidents during the year. This was re-emphasized by the increased cost factor for these work related incidents. In 1981 a total of 49,770 days were lost from accidents resulting in some $5.85 million being paid on behalf of the injured workers. There were 3 fatalities. One employee was killed in a vehicle mishap, and 2 were passengers aboard a helicopter which crashed.
- The Air Transportation Safety Advisory Committee, an inter-ministry committee examining the use of chartered aircraft by public service employees, was restructed under the chairmanship of the Director of Safety Programs Branch, and its membership was expanded to include representation of the three bargaining units representing employees. The first meeting of the restructed committee was to be held early in the new year.
- Special liaison continued with the Workers' Compensation Board in education, research and enforcement of Board regulations. Next year it is planned to implement a number of educational programs in cooperation with the Board. Among them will be:
  - —Workers' Compensation Board Claims and Adjudication Process.
  - —Noise reduction awareness including Audiometry Training for Safety Officers.
  - —Accident Investigation techniques—a course being developed in modules for different levels of investigators.
  - —Scientific monitoring equipment training—providing expert instruction in the use of environmental monitoring equipment.
- The Branch continued to provide consultative services to ministries and agencies of the public service. It continued to support activities of the B.C. Safety Council, where the Executive Director of the Division is a member of the board of directors, and to support the Canada Safety Council and the National Safety Council. Liaison continued with the Ontario Industrial Accident Prevention Association (I.A.P.A.) including the participation by the Executive Dirctor and a staff Safety Consultant at the I.A.P.A.'s annual safety conference. The Branch also continued to be actively involved with the Canadian Standards Association through its membership as a sustaining member and with membership on its committee on Industrial Safety Headwear.
- The Branch initiated a service-wide monitoring program to ensure all ministries and central agencies were aware of the requirement for each to have their own safety programs and policies. The Branch will continue to monitor progress here in the coming year.
- Additional training needs will be identified within the new 'needs survey' which was being tabulated at year's end.

FUTURE DIRECTIONS FOR THE DIVISION

In 1982, the Division will continue to expand the range of its programs and services to ministries, and will offer wider access to training and development in all regions of the province. Discussions were under way at year end with the Open Learning Institute and the Knowledge Network to design programs to be offered to public service employees in remote locations. Working closely with the Office of the Comptroller General, the Division will assist in the development and operation of a variety of financial management training programs. Programs for senior management development will be augmented, and the Division intends to establish an advisory committee of senior executives from the three universities to assist in the on-going design of development programs for middle and senior management in government. The range and scope of training in Safety Programs for ministries will continue to grow, to ensure that the work force continued to enjoy a safe working environment secure in their knowledge of safe working procedures. And finally, a major initiative will be undertaken to standardize training planning, accounting and reporting systems in government to provide more timely information to ministries and the Commission on the progress of the service's entire training effort.

ACKNOWLEDGMENTS

The Chairman wishes to record his sincere appreciation to his colleagues on the Commission, to each member of the Commission's staff, the Government Agents, the ministerial personnel offices, the solicitors of the Attorney General's ministry, to the Civil Service Commissioners of other provinces and the federal Government for their able assistance, and to you, Mr. Minister, for your sympathetic appreciation of the Commission's problems.

PUBLIC SERVICE COMMISSION
R. William Long, *Chairman*

APPENDIX

EMPLOYEES WITH TWENTY-FIVE YEARS' CONTINUOUS SERVICE

AGRICULTURE AND FOOD

Gavan George Anderson
Kelowna

Lorraine Bernice Garcin
Victoria

Robert Pearson Murdoch
Burnaby

Winston Clayton Newby
Abbotsford

ATTORNEY GENERAL

Henry Bacon
Victoria

Irvin George Bain
Maple Ridge

Carl Vernon Beck
Kelowna

Patrick Joseph Belanger
Kamloops

Donald Gilbert Chamberlain
Whonnock

Jack MacDonald Cobbin
Vancouver

Benedict Harold Coyle
Burnaby

Norma Caryl Dobson
Vancouver

Jack Richard Douglas
Surrey

Dennis Drysdale Cosby Fulton
Victoria

Oliver Harold Johnson
Chilliwack

Charles Melvin Linn
Ruskin

Ralph Joseph Meier
Chilliwack

John Parks
Vancouver

John Garbira Petrica
Chilliwack

John Proudfoot
Sidney

Robert Dott Purgavie
Duncan

Frederick Edward Rankin
Surrey

David Allen Ratcliffe
Surrey

John Robert Richdale
Maple Ridge

Stanley Robert Smith
Vernon

Valerie Fay Spratt
Vancouver

James Howard Stevens
Chilliwack

William Myron Switzer
Maple Ridge

Frederick William Taylor
Sardis

Alexander Thomas Walker
Richmond

Oliver John Walling
Maple Ridge

Kenneth Sven Walbey Westin
Vancouver

Edna White
New Westminster

Stanley Gordon Wilson
Quesnel

CONSUMER AND CORPORATE AFFAIRS

Liquor Control and Licensing

Agnes Elizabeth Fielding
Sidney

Kenneth Gordon Stewart
Victoria

Liquor Distribution Branch

Michael John Bailey
Victoria

Burton Price Beers
Courtenay

Herbert Henry Cawsey
Vancouver

Harry Chadwick
Parksville

John Douglas Coates
Victoria

Howard Clare Cowles
Qualicum Beach

CONSUMER AND CORPORATE AFFAIRS—*Continued*

Adolf Fred DeBrunner
Burnaby

Roman John Ferbey
Squamish

Lewis Henry Geard
North Vancouver

David James Greig
Vancouver

Donald John Haggerty
Terrace

Karl Heinz Issmer
Cecil Lake

Peter Masefield Knowles
Victoria

Stephen Kutyik
Revelstoke

Nickolas Kuz
Kamloops

Joseph Hermenigilde Roland Lafortune
Vancouver

William Donald Cameron MacKay
Vancouver

Neal Francis Mackinnon
Burnaby

Gerald Roland Mailloux
Vancouver

Walter Stanley Martin
Victoria

Raymond Courtney Matthews
Prince George

Katherine Helen Mazzone
Vancouver

Einar Trygve Calderwood Olsen
Vernon

Thomas Owen
Victoria

James Ronald Perry
Kelowna

Robert William Petty
Ganges

Wilbrot Albert Joseph Rousseau
New Westminster

Adrian Walter Ruiter
Vancouver

Gordon Henry Schnepf
Vancouver

Maurice Walter Scowcroft
Creston

Bert Gerald Vanddrroest
Burnaby

Rupert Henry Welch
Victoria

Floyd Alan Whiting
White Rock

Carl James Wilson
Vancouver

EDUCATION

Donald Frederick Hughes
Victoria

Henry Frederick George Kent
Victoria

Sachi Yasui
Vancouver

ENERGY, MINES AND PETROLEUM RESOURCES

William Lionel Ingram
Victoria

Shirley Elizabeth Jeannotte
Vancouver

Dorothy Jill Turner
Burnaby

ENVIRONMENT

John Albert Raymond Baker
Victoria

John Annand Botham
Kelowna

Betty Edyth Gibbens
Victoria

Harry Isaac Hunter
Victoria

William John Nicholas Lenfesty
Brentwood Bay

John Lesowski
Williams Lake

Harrison Roy Millard
Victoria

Barry Gordon Paull
Summerland

Leonard Alex Pinske
Oliver

Francis Marion Richter
Clearwater

ENVIRONMENT—*Continued*

Ralph Withrow Ritcey
Kamloops

John Anné Stadt
Victoria

Donald Basil Steuart
Kelowna

Helmut Rudolf Stoessel
Victoria

Henry Szmuniewski
Malahat

Heather Banfield Telfer
Victoria

James William Webber
Victoria

Jakob Wester
Victoria

FINANCE

George Fenton Burnell
Victoria

John Howard Cone
Nanaimo

Diane Wallace Day
Victoria

Helen Katherine Graham
Victoria

Gladys Hazel Hoadley
Victoria

Ruth Jean Adelaide King
Victoria

Frederick Howard Leonard
Vancouver

John Bruce Leverington
Nanaimo

Elsie Janet Listug
Oliver

Maureen Sharon Margaret Lundquist
Victoria

Robert Craig McLaren
Chilliwack

Robert Ross Mitchell
Courtenay

Clifford McNaughton Rolfe
Victoria

Arnold Delong Sherwood
Rossland

Rochford Edmund Underhill
North Vancouver

Paul Herbert Ward
North Vancouver

FORESTS

Douglas Arnold Amonson
Houston

John Olaf Anderson
Vancouver

Harold Alvin Bell
Duncan

Emile Arthur Bouchard
Williams Lake

Elizabeth Alice Brown
Vancouver

Victor John Doerksen
Hatzic

Glen William Erickson
Williams Lake

Lawrence George Espenant
Prince George

Erna Martha Ford
Prince George

Richard Carl Giske
Victoria

Arthur Lloyd Hegan
Victoria

Frederick Wayne Hendy
Williams Lake

Paul Otto Holitzki
Nelson

William Bruce Holloway
Duncan

Leslie Dale Howard
Nelson

Robert Hedley Hughes
Queen Charlotte City

Wilfred Stanley Baxendale Hutchings
Victoria

Ruth Viola Johnsen
Victoria

Carl Rubin Johnson
Prince George

Walter Osborne Johnston
Charlie Lake

Arthur Roy Reno Krane
South Kimberley

Douglas Albert MacLennan
Dawson Creek

Wallace Lorne McDonald
Coquitlam

Ian Cameron McGraw
North Vancouver

Kenneth William Magee
Prince George

Lloyd John Milburn
Victoria

Clarence Robert Mills
Cranbrook

Benjamin Henry Mobbs
Williams Lake

Raymond Douglas Moss
Prince Rupert

Ludwig Neagele
Clinton

Robert Allen Nyden
Prince Rupert

Arnold Alvin Odiorne
Prince George

Trevor Harold Samuel Peasland
Victoria

Brian Trevor Radford
Prince George

Robert Stanley Reader
Victoria

Ralph Kenneth Gordon Rogers
Kamloops

Lawrence Gerald Russell
Burns Lake

Cameron Dalton Smith
Princeton

Alfred Heinrich Storm
Victoria

Carl Alouis Streicher
North Vancouver

Dave Albert Telford
Nelson

Brian William Thomson
Oliver

Charles Bruce Trotter
Vancouver

Thomas Colin Trowsdale
Tsawwassen

Frank Vicen
Garibaldi Highlands

Helmar Von Hahn
Surrey

Basil Orme Watson
Surrey

Ian Wallace Wood
Prince George

William Grant Woodward
Nelson

Thomas James Yates
Williams Lake

HEALTH

Headquarters

Janet Mary Bishop
Sidney

Mary Joan Hannay
Victoria

Ronald David Mercredy
Victoria

Medical Services Commission

John Roland Berry
Victoria

Forensic Psychiatric Services

David James Allen
Maple Ridge

William Phillips
Surrey

Norman Arnold Peterson
Surrey

Hospital Programs

Ethel Aileen Halliday
Victoria

Victoria Mary Neligan
Victoria

Supply and Services

James Middleton Atkinson
Maple Ridge

Robert Milton Campbell
Coquitlam

George Thomas Finter
Surrey

Health Districts

Louis Edward Dudley Agassiz
Aldergrove

Kenneth Ian Giles Benson
Comox

Chizuko Diemert
Vanderhoof

Henry William Kirk
Vernon

Amy Elizabeth Marocchi
Delta

Douglas Roe
Duncan

Vancouver Bureau

Erika Edita Hildebrand
Richmond

HEALTH—*Continued*

Vancouver Bureau—Continued

Shiela Roberta James King-Whittick
Vancouver

Tze-Tong Liu
Burnaby

Pearson Hospital

Emma Helen Miller
Vancouver

Valleyview Hospital

Derek John Alexander Gentle
Port Coquitlam

Frederick McGuire
Port Coquitlam

Maurice Crosby Presbury
Port Coquitlam

Riverview Hospital

Vital Agasse
Whonnock

Ronald Edward Anderson
New Westminster

Pauline Gertrude Buss
Maple Ridge

Graham Charles Chapman
Coquitlam

Alan Mathew Clark
West Vancouver

Arthur Alex Daignault
Port Coquitlam

Maurice George Gravelle
Port Coquitlam

Jean Elizabeth Hewer
Burnaby

Gordon Floyd Inkster
Port Coquitlam

Ralph Raymond Jones
Port Coquitlam

Tonka Kamburoff
Burnaby

Thomas James McKenna
Pitt Meadows

Roy Francis Neff
Port Coquitlam

Monty Raine
Pitt Meadows

HUMAN RESOURCES

Roy Asao
Kamloops

Robert John Ashby
New Westminster

Robert Glendon Blackstock
Kamloops

Ena Dalling
Burnaby

Dorothy Field
New Westminster

John James Patten Hargie
New Westminster

Edward Hepting
Burnaby

May Kirby
Victoria

Ronald Peter Larson
New Westminster

Arthur Robert Litchfield
Heffley Creek

William George Matthews
North Delta

Elizabeth Ross
White Rock

Metro Maxwell Skoreyko
North Surrey

Henry Charles St. Pierre
New Westminster

Edna Doris Stafford
New Westminster

Harry William Wright
Kamloops

Richard Eustre Yerburgh
Fernie

LABOUR

Walter Douglas Purdy
Brentwood Bay

Gordon Pybourne
Vancouver

Patrick Moran
Burnaby

LANDS, PARKS AND HOUSING

Charles Adolphe Leopold Bennett
Victoria

Norman Owen Blackburn
Wasa

Raymond Merrill Cain
Victoria

Frank Peter Delikatny
Brackendale

Paul Frederick Gluschenko
Peachland

Reginald James Hooper
Victoria

Raymond Victor Ramsay
Victoria

Gordon Charles Rathbone
Black Creek

Lucky Roy Willis
Victoria

George Sutherland Wilson
Victoria

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES

Robert Leitch Davison
Victoria

Jaswant Kaur Gandhi
Victoria

Margaret Esther Hastings
Victoria

Sydney Joseph Higgins
B.C. House, London

Mervin Herbert Leadley
Victoria

Henry George Pejril
Victoria

Gordon John Pynn
Victoria

Superannuation

Cameron Webster
Victoria

TRANSPORTATION AND HIGHWAYS

Raymond James Baines
Victoria

William Ronald Ball
Nelson

Jack Bartell
New Westminster

Glendon Elias Barter
Victoria

Walter Frank Baumann
Okanagan Falls

Lester Leroy Beller
Cranbrook

Mike Bidulka
Cecil Lake

William Edward Blake
Port Alberni

David Allen Boon
Sooke

Harry Boulega
Birch Island

Lelio Orest Braida
Kamloops

Leslie Alvin Broddy
Prince George

William Alfred Budden
Salmon Arm

John Jerry Bynuck
Maple Ridge

Harry George Carnie
Telkwa

Fred Owen Chambers
Fort St. John

Allan Walter Chapman
Okanagan Falls

Thomas Charles Christy
Chase

William Chudik
Fernie

Elaine Chursinoff
Burnaby

William Gerald Cochrane
Salmon Arm

Hibbert Allan Covey
Wells

Brian Rae Daniels
Salmon Arm

Rodney Oliver Darby
Victoria

William George David
Victoria

Nellie Agnes Day
Fernie

Norbert Doucette
Salmon Arm

Patrick Sheridan Dunn
Sardis

Michael Efonoff
Beaverdell

Burnell Orvail Elgie
Fort St. John

Clarence Douglas Erickson
Comox

Harry Philip Erickson
Prince George

Floyd Erickstad
Fort St. John

Vernon Robert Flockhart
Sicamous

Thomas Mallary Forsyth
Gibsons

Donald Frederick Garner
Kamloops

Ronald William Garnham
Victoria

John Gerhardt
Kelowna

Carman Floyd Gibson
Vernon

Homer Lysle Good
Grand Forks

William Harold Grasser
Burns Lake

Beverley Farmiloe Green
Golden

Jeffrey Joseph Percival Greenwood
New Denver

William John Guthrie
Manson's Landing

Albert Edgar Hamilton
Cranbrook

Gordon William Hanna
Revelstoke

Lawrence Victor Harding
Fort St. John

Miloslav Francis Havlasek
Victoria

William Kenneth Clayton Hazard
Quesnel

Charles Clinton Henderson
Golden

Allan Norbert Hepp
Quesnel

Charles Clifford Hinman
Vernon

Hugh Peter Hollins
Nanaimo

Arthur Warren Horsnell
Vanderhoof

Richard James Hulin
Golden

Howard Gordon Hunter
Victoria

Norman James Hunter
Aldergrove

Donald Hugh Hutton
Burns Lake

William Frederick Jensen
Delta

Herman Bruno Christian Jobsis
Victoria

Donald Mordy Johnston
Surrey

James Alexander Keith
Nelson

Allan James Kernaghan
Cranbrook

John William Graham Kerr
Victoria

Robert Arthur King
Parksville

Donald Gordon Kirby
Port Moody

Edmond Lloyd Krugel
Coquitlam

Alexander William Kuzyk
Abbotsford

John Alexander MacDougall
New Westminster

Walter George McDougall
Pouce Coupe

Douglas Arthur McLaughlin
Invermere

Nick Makarewicz
Revelstoke

Mike Makayev
Duncan

Peter John Markin
Nelson

Thomas Jack Marr
Invermere

Richard Austin Matthews
Burnaby

Richard Ernest Matthews
Cranbrook

Frederick Roy Moffatt
Kamloops

Nellie Kathleen Molander
Cranbrook

Lloyd George Moore
Quesnel

TRANSPORTATION AND HIGHWAYS—*Continued*

Lloyd William Paine
Smithers

Allan Fergus Park
Victoria

Walter Westry Patterson
Victoria

Harvey Frederick Popoff
Cranbrook

Eero Puupponen
Golden

Gerald Radtke
Aldergrove

David Alexander Raven
Nanaimo

George Bert Redlick
Vernon

William Walter Rogers
Burnaby

Harold Alec Ronmark
Smithers

Miles Sabbe
Vanderhoof

Francesco Santoro
Cranbrook

Robert Archibald Scott
Kamloops

Robert George Scott
Lake Cowichan

Earl Herbert Sheppard
Victoria

Austin Grey Smith
Penticton

Eric Edward Smith
Victoria

Robert Zerald Smith
Christina Lake

Frank Valentine Spisak
South Hazelton

William Merrill Sproul
Nelson

Bernard Edward Stone
Kelowna

Jim Yoshio Takimoto
Lillooet

Arnold Arthur Talbot
Westbank

Lawrence Edgar Taylor
Cranbook

Harvey Ernest Thormoset
Invermere

Silvio Joseph Tognela
Victoria

Kenneth John Towill
Nelson

Raymond Van Dykhuizen
Courtenay

Walter Joseph Walls
Trail

Geoffrey Alan Warrington
Prince George

Nicholas Garnett Williamson
Vernon

William Frederick Bruce Wilson
Vancouver

Albert Lawrence Young
Genelle

UNIVERSITIES, SCIENCE AND COMMUNICATIONS

Doris Joan Gracey
Burnaby

Harold John Page
Victoria

EMPLOYEES WITH THIRTY-FIVE YEAR'S CONTINUOUS SERVICE

AGRICULTURE AND FOOD

Eleanor Elizabeth Scott Challen
Victoria

Alexander William Watt
Summerland

ATTORNEY GENERAL

John Josiah Bull
Victoria

Theodore Cyril Chapman
Penticton

Malcolm Leon Cowie
Vancouver

Thomas George Charles Fox
Victoria

Harold Julian Garrish
Kamloops

Lloyd Beattie Guthrie
New Westminster

George Allan Morton
Kamloops

Douglas Haig Sturch
Burnaby

James Humphrey Wilson
Delta

CONSUMER AND CORPORATE AFFAIRS

Liquor Control and Licensing

Sybil Isabella MacLean
Victoria

Liquor Distribution Branch

William Arthur Campbell
Port Coquitlam

Harry Clegg
Hazelton

Stanley Lawrence Hiscock
Victoria

William Clarence Shay
Castlegar

EDUCATION

Anne Pauline Halsall
Vancouver

ENERGY, MINES AND PETROLEUM RESOURCES

Robert John Hibberson
Victoria

ENVIRONMENT

Ronald Wesley Aldred
Victoria

Humphrey Angus Davie
Sidney

Peter Dale Ewart
Nakusp

Albert Duff Wight
Victoria

FINANCE

Robert Horace Archibald
Nanaimo

Herbert Wesley Beckley
Penticton

Peter Block
New Westminster

Kenneth Irvine Booth
Chilliwack

Robert James Caley
Victoria

Robert Macgregor
Duncan

Leo Murray McKinnon
Oliver

Henry Spencer Tatchell
Nelson

George Douglas Woolley
Victoria

Denis John Saunders Young
Victoria

FORESTS

Douglas Albert Delayen
Vancouver

Olga Giordano
Prince Rupert

Harold Vernon Hopkins
Smithers

Robin Wilfred Long
Victoria

George Edmund Meents
Prince George

James Edward Milroy
Victoria

Leonard Vernon Platt
Victoria

Harry Mowbray Potts
Victoria

Leslie Ellington Stilwell
Nelson

James Howard Taylor
Victoria

Howard David Tooby
Victoria

John Henderson Warwick
Victoria

Donald John Wittner
Lumby

HEALTH

Headquarters

John Herbert Doughty
Victoria

Elizabeth King MacIntyre
Victoria

Mary Victoria Smith
Victoria

Mental Health Centres

Lucy Margaret Barr
Vancouver

Dorothy Zelia McCourt
Nanaimo

Supply and Services

Maurice Moody
Maple Ridge

Vancouver Bureau

Dorothy Alice Claydon
Victoria

HUMAN RESOURCES

Mary Fairall
Haney

Sheila Skelton
Vancouver

Iva Ruth Woodward
Cobble Hill

LABOUR

Evelyn Saunders Anderson
Vancouver

George Dennis Bishop
Victoria

LANDS, PARKS AND HOUSING

Warren John Long
Victoria

Robert Wesley Rowland
Vancouver

MUNICIPAL AFFAIRS

Thomas Frederick Moore
Victoria

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES

Barbara Anne McLellan
Victoria

Sheila Yvonne Newnham
Victoria

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES—*Continued*

Public Service Commission

Arthur George Richardson
Victoria

Marjorie Myrna Young
Burnaby

Queen's Printer

Robert William Curtis
Victoria

John Harold Taylor
Brentwood Bay

Superannuation

Harry Edward Turner
Victoria

TRANSPORTATION AND HIGHWAYS

Gustave Bauder
Oliver

Robert Roskell Bayne
Victoria

Roscoe Alexander Bowlby
Salmon Arm

James Alfred Cambrey
Nanaimo

John Lewis Campbell
Surrey

George Robert Coward
Victoria

Laurance Edward Croft
Victoria

Louie DeVito
Powell River

Arthur Clarence Dimock
Victoria

George William Dodge
Courtenay

Gordon Bain Dunsmore
Nanaimo

Charles Irwin Fallowfield
Surrey

Joyce Folbigg
Victoria

Robert Melvin Glover
Rossland

Robert Alvin Jackman
Creston

Leonard Cecil Johnson
Victoria

George Reginald Kent
Comox

Jack Leslie
Greenwood

Andrew Anthony Peloso
Nelson

Frederick Charles Poland
Golden

Joseph Profili
Powell River

Joseph Alexander Rutherford
New Westminster

Robert George Whitlock
Victoria

COMPETITIONS AND APPOINTMENTS
(Regular and Temporary)

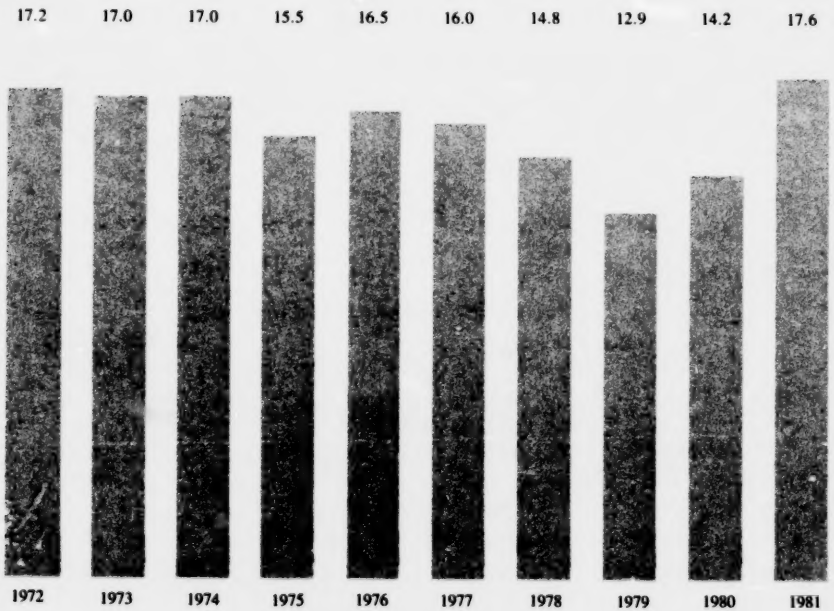
Year	Number of Competitions	Percentage of Change from Previous Year (Per Cent)	Number of Appointments	Percentage of Change from Previous Year (Per Cent)
1972	1,445	−56	5,764	−2
1973	1,969	+36	7,904	+37
1974	3,166	+61	9,635	+22
1975	2,281	−28	7,859	−18
1976	2,025	−11	7,997	+2
1977	2,560	+26	9,992	+25
1978	3,096	+21	12,345	+24
1979	3,296	+6	12,760	+3
1980	3,405	+3	14,716	+15
1981	4,200	+23	17,600	+19

SEPARATION STATISTICS, 1981

Deceased	Retired	Dismissed	Job Completed	Resigned	Transferred	Rejected on Probation	Long Term Disability	Resigned to Raise Family Under B.C.G.E.U. Article 11.05	Total
89	553	216	2,797	5,467	1,674	48	94	203	11,141

Statistics as reported by ministries to the Public Service Commission.

PERCENTAGE OF STAFF TURNOVER RATE, 1972–81



STAFFING REPORT AS AT DECEMBER 31, 1981

	Total Paid in Established Positions	Total Paid in Temporary Positions	1981 Total Paid	1980 Total Paid
Legislation	45	58[1]	103	104
Auditor General	64	1	65	67
Executive Council	18	1	19	18
Agriculture	529	130	659	631
Ombudsman	30	1	31	32
Attorney General	4,533	706	5,239	5,112
Consumer and Corporate Affairs	484	79	563	550
Industry and Small Business Development	124	89	213	209
Education	495	91	586	578
Finance	1,133	140	1,273	1,219
Community Health Services	6,574	764	7,338	3,333
Direct Care Community Services	—	—	—	3,949
Hospital Programs	—	—	—	206
Highways	5,043	1,726	6,769	6,961
Human Resources	4,433	2,052[2]	6,485	6,164
Intergovernmental Relations	26	6	32	24
Labour	574	183[3]	75[7]	741
Environment	1,306	352	1,658	1,631
Forests	2,725	2,068	4,793	4,645
Energy, Mines and Petroleum Resources	324	57	381	332
Municipal Affairs	113	3	116	104
Provincial Secretary and Government Services	891	296[4]	1,187	1,103
Lands, Parks and Housing	926	282	1,208	1,258
Transportation	844	65	909	955
Tourism	94	70	164	141
Universities, Science and Communications	94	37	131	132
Subtotals	31,422	9,257	40,679	40,199
Liquor Distribution Branch (Previous month—November 30, 1981)	1,686	787	2,473	2,871
Totals	33,108	10,044	43,152	43,070

[1] 29 regular employees in temporary positions (sessional clerical assistants).
[2] 545 regular employees in temporary positions (Glendale Lodge).
[3] 49 regular employees in temporary positions (LRB).
[4] 122 regular employees in temporary positions (Queen's Printer).

RELOCATION ASSISTANCE — NEW EMPLOYEES

January 1 to December 31, 1981

Ministry	Cost	Number of Employees
	$	
Forests	167,945.00	43
Attorney General	96,150.00	21
Finance	79,750.00	14
Transportation and Highways	76,300.00	24
Energy, Mines and Petroleum Resources	62,150.00	13
Health	58,465.83	25
Provincial Secretary and Government Services	55,332.56	14
Labour	39,283.10	13
Lands, Parks and Housing	32,851.02	13
Environment	26,450.00	9
Human Resources	19,709.41	21
Agriculture	15,140.75	10
Industry and Small Business Development	12,000.00	2
Intergovernmental Relations	10,350.00	1
Premier's Office	10,000.00	1
Education	8,950.00	3
Auditor General	6,354.61	7
Universities, Science and Communications	4,300.00	1
Ombudsman	4,000.00	1
Municipal Affairs	500.00	1
Tourism	400.00	1
Totals, 1981	786,382.28	238
1980	825,102.28	262
1979	874,275.12	340
1978	602,780.59	245
1977	223,316.92	150
1976	162,950.83	133

APPEALS

December 1, 1980 to November 30, 1981

	BCGEU	Licensed Professionals	Nurses	Excluded	Total
Subject—					
Selection	220	7	7	14	248
Policy	—	—	—	—	—
Totals	220	7	7	14	248
Result—					
Settled by Appeals Officer	125	6	5	11	147
Pending or in process with Appeals Officer	—	—	—	—	—
Pursued to PSC for hearing or action	95	1	2	3	101
Totals	220	7	7	14	248

SCREENING COMMITTEE STATISTICS, 1981 BCGEU

December 1980 to November 1981

Ministry	Pending Review	Resolved			Reject	Resign	Terminated	Miscellaneous	Total Cases
		Transferred	Rehabilitated	Pension					
Agriculture and Food	1	—	1	—	—	—	—	1	3
Attorney General	23	8	1	—	2	6	—	—	40
Consumer and Corporate Affairs	1	—	1	—	—	1	—	—	3
Education	1	1	—	—	—	—	—	—	2
Energy, Mines and Petroleum Resources	—	1	—	—	—	—	—	—	1
Environment	—	—	—	—	—	—	—	—	—
Finance	2	—	—	—	—	1	—	—	3
Forests	6	4	—	—	—	3	—	2	15
Glendale	3	4	4	4	2	1	—	1	19
Health	14	8	2	5	—	2	—	7	38
Human Resources	9	3	2	2	7	4	—	2	29
Industry and Small Business Development	—	—	—	—	—	—	—	—	—
Labour	1	1	1	—	1	—	—	—	4
Lands, Parks and Housing	—	—	—	2	—	—	1	—	3
Liquor Distribution Branch	10	7	1	2	—	—	—	—	20
Municipal Affairs	—	—	1	—	—	—	—	—	1
Provincial Secretary and Government Services	3	3	—	2	—	2	—	—	10
Transportation and Highways	30	18	3	—	3	2	—	3	59
Totals	104	58	17	17	15	22	1	16	250

KEY: Transferred—within ministry—to other ministry. Rehabilitated—returned to duty. Pension—service disability—medical retirement. Reject—transfer request denied—does not qualify—refused job offers. Terminated—terminated by ministry. Miscellaneous—died—withdrew case—compulsory retirement—early retirement—to principals.

SCREENING COMMITTEE STATISTICS, 1981 NURSES

December 1980 to November 1981

Ministry	Pending Review	Resolved			Reject	Resign	Terminated	Miscellaneous	Total Cases
		Transferred	Rehabilitated	Pension					
Glendale	—	—	—	—	—	—	—	—	—
Health	1	2	—	—	—	—	—	—	3
Human Resources	—	—	—	—	—	—	—	—	—
Totals	1	2	—	—	—	—	—	—	3

KEY: Transferred—within ministry—to other ministry. Rehabilitated—returned to duty. Pension—service disability—medical retirement. Reject—transfer request denied—does not qualify—refused job offers. Terminated—terminated by ministry. Miscellaneous—died—withdrew case—compulsory retirement—early retirement—to principals.

STAFF DEVELOPMENT AND SAFETY PROGRAMS

Training and Development Activities 1981 (January to December)

Training Activity	Number of Courses	Total	Number of Participants		Number of Participant Days[1]	Expenditures[2]
			Male	Female		
STAFF DEVELOPMENT						
Regular, division sponsored management and general courses	33	555	308	247	1,653	57,346
Dedicated in-house programs operated for ministries	12	117	82	35	322	24,072
Executive Development (EDTP)	3[3]	72	54	18	1,080	24,000
Tuition subsidy transfers to ministries — PAID 1981	—	—	—	—	—	104,657
SAFETY PROGRAMS						
Regular, division sponsored safety courses	127	2,211	1,554	657	2,795	23,125
Dedicated in-house programs operated for ministries	17	135	121	14	135	432
Totals	192	3,090	2,119	971	5,985	233,632

[1] Participant Day = one participant in attendance for one day on any course.
[2] Includes only direct costs or operating expenses.
[3] Graduating Class — 19 participants
3rd Year Class — 27 participants
2nd Year Class — 26 participants.

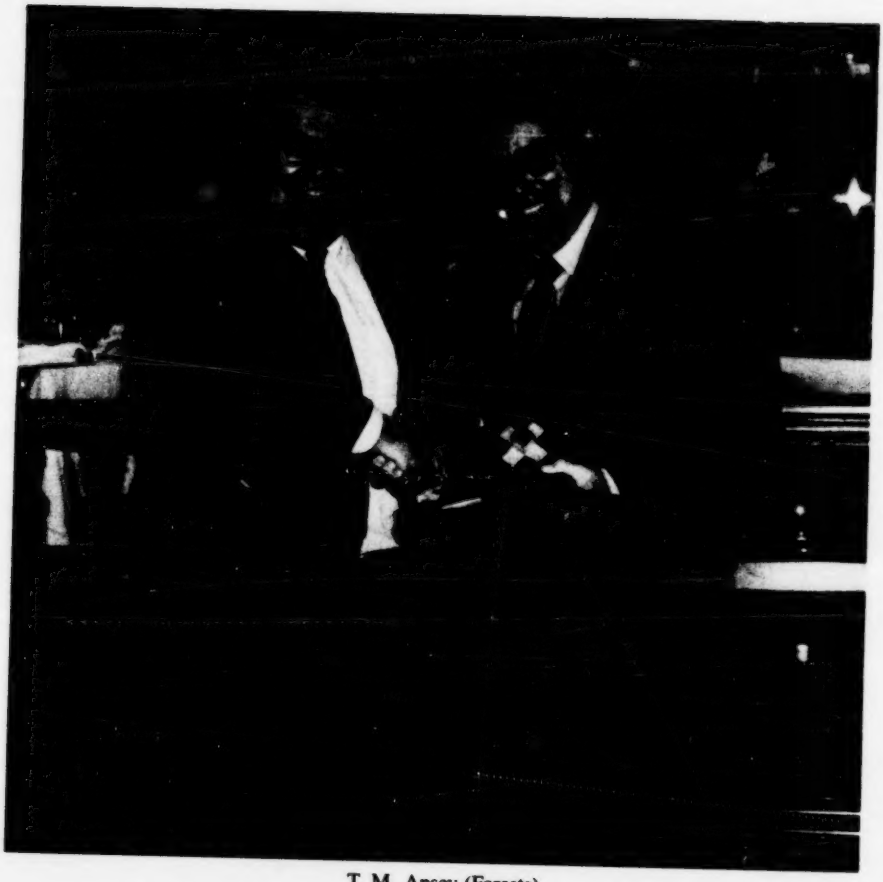
Class XXIII—Graduates of Executive Development Training Program

Back row, left to right—Joe Kenward, LDB Consumer and Corporate Affairs; Allen Stephens, Environment; Dennis Whyte, LDB Consumer and Corporate Affairs; Herbert Cumming, Labour; Allen Todd, Forests; Keith R. Burton, Attorney General; Robert Miller, Forests.

Centre row, left to right—Daniel O'Neil, Labour; James McGregor, Environment; Albert Tamblin, Municipal Affairs; Seymer Young, Transportation and Highways.

Bottom row, left to right—Andrew Ackerman, Environment; Helen Rosebush, Comptroller General; Robert Moline, Universities, Science and Communications; James R. Frey, Finance; Arnold Campbell, Human Resources.

Missing are—Isabel Clark, Health, Richard Connolly, Education; Ken Hughes, Labour.



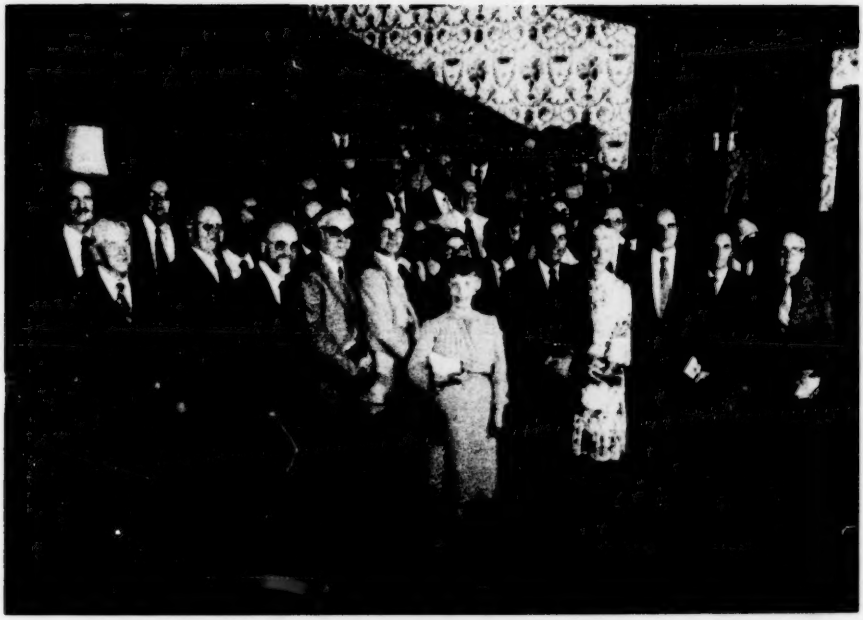
T. M. Apsey (Forests)
The Honourable D. Phillips, (Industry and Small Business Development)

Back, left to right—H. Turner, Superannuation Branch; V. Collins, Lands, Parks and Housing; A. A. Nicholls, Corrections Branch; R. W. Long, Public Service Commission; A. J. Freyman, Energy, Mines and Petroleum Resources; R. Wallace, Liquor Distribution Branch; S. G. Travers, Human Resources; V. Caine, Corrections Branch; A. L. Peel, Industry and Small Business Development.

Front, left to right—I. Thomson, Provincial Secretary and Government Services; J. Rae, Tourism; T. M. Apsey, Forests; D. Phillips (for Premier) Industry and Small Business Development; J. Bodkin, Consumer and Corporate Affairs; R. G. Harvey, Transportation and Highways.

Industrial First Aid Training through Safety Programs

Staff Development Course Presentation

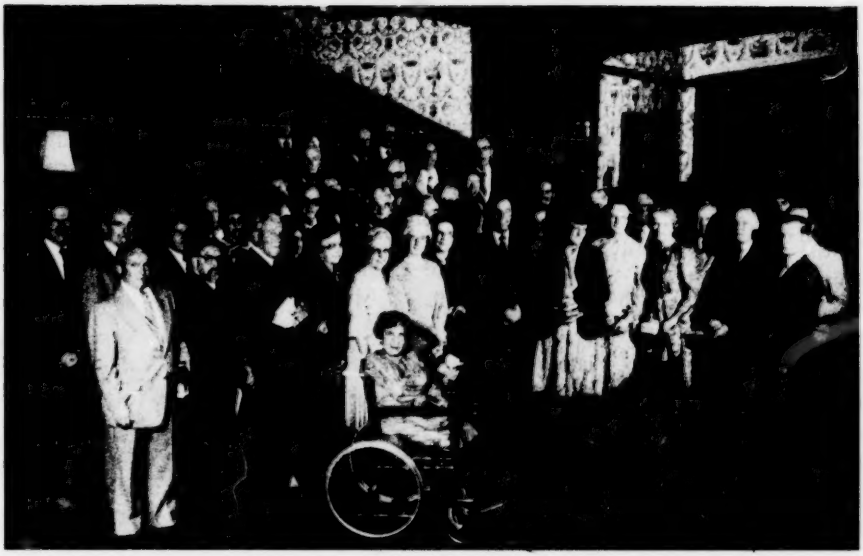


35 Year Long Service Awards, 1981

Environment: Ronald Wesley Aldred, Humphrey Angus Davie, Peter Dale Ewart, Albert Duff Wight.

Forests: Olga Giordano, Harold Vernon Hopkins, Robin Wilfred Long, James Edward Milroy, Leonard Vernon Platt, Harry Mowbray Potts, Leslie Ellington Stilwell, James Howard Taylor, Howard David Tooby, John Henderson Warwick, Donald John Wittner.

Transportation and Highways: Gustave Bauder, Robert Roskell Bayne, Roscoe Alexander Bowlby, James Alfred Cambrey, John Lewis Campbell, George Robert Coward, Laurance Edward Croft, Louie DeVito, Arthur Clarence Dimock, George William Dodge, Gordon Bain Dunsmore, Charles Irwin Fallowfield, Joyce Folbigg, Robert Melvin Glover, Robert Alvin Jackman, Leonard Cecil Johnson, George Reginald Kent, Jack Leslie, Andrew Anthony Peloso, Frederick Charles Poland, Joseph Profili, Joseph Alexander Rutherford, Robert George Whitlock.



35 Year Long Service Awards, 1981

Attorney General: John Josiah Bull, Theodore Cyril Chapman, Malcolm Leon Cowie, Thomas George Charles Fox, Harold Julian Garrish, Lloyd Beattie Guthrie, George Allan Morton, James Humphrey Wilson.

Consumer and Corporate Affairs: William Arthur Campbell, Harry Clegg.

Education: Anne Pauline Halsall.

Energy, Mines and Petroleum Resources: Robert John Hibberson.

Finance: Robert Horace Archibald, Herbert Wesley Beckley, Peter Block, Kenneth Irvine Booth, Robert James Caley, Robert Macgregor, Leo Murray McKinnon, Henry Spencer Tatchell, George Douglas Woolley, Denis John Saunders Young.

Health: Lucy Margaret Barr, Dorothy Alice Claydon, John Herbert Doughty, Elizabeth King MacIntyre, Dorothy Zerlia McCourt, Maurice Moody, Mary Victoria Smith.

Human Resources: Sheila Skelton, Iva Ruth Woodward.

Labour: Evelyn Saunders Anderson, George Dennis Bishop.

Lands, Parks and Housing: Warren John Long, Robert Wesley Rowland.

Municipal Affairs: Thomas Frederic Moore.

Provincial Secretary and Government Services: Robert William Curtis, Arthur George Richardson, John Harold Taylor, Harry Edward Turner, Marjorie Myrna Young.

Queen's Printer for British Columbia ©
Victoria, 1982

M50-109

Province of
British Columbia
Ministry of Provincial
Secretary and
Government Services
PUBLIC SERVICE COMMISSION